Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **25 available reports** for this issue can be found at Current Summary Reports, (PDF format, 103kb).

Province, Employer, File Number	**Union, Bargainning Unit**	**Settlement Month**
Manitoba Hudson Bay Mining and Smelting Co., Limited **0015808**	Various construction unions (1,090 mine employees)	Nov 06
Government of Manitoba **0672510**	Manitoba Government and General Employees' Union (13,100 government employees)	Dec 06
Nunavut Municipal Corporation of Iqaluit **1018705**	Public Service Alliance of Canada (100 inside and outside employees)	Dec 06
Multiprovince Bell Canada **0402908**	Canadian Telecommunications Employees' Association (1,100 sales employees)	Dec 06

A complete listing of settlements, which includes those for which a summary report is not yet available, can be accessed at Current Settlement Listing, (PDF format, 146kb).

Negotech, a searchable labour relations database provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Canada Post	CUPW	48,000	B	Jan 07
Government of Canada	Various unions	13,040	ARB/CO/ B/TENT	May 02–Sep 05
VIA Rail Canada	CAW-CANADA	2,680	B	Dec 06
National Research Council Canada	Various unions	1,000	B	Dec 04/Apr 05
Atomic Energy of Canada (Ont. and Que.)	Various unions	750	TENT/ CO/B	Mar/Jun 06
Private Sector				
Air Canada (wage reopeners)	CUPE	7,840	MED	Jun 06
Canadian National Railway	CAW-CANADA/ UTU	5,260	TENT	Dec 06
Expertech Network Installation (Que. and Ont.)	CEP	1,800	PCB	Nov 06
Eastern Canada Car Carriers	Teamsters	1,340	B	Oct 06
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45,000	ARB	Mar 06
Government of Saskatchewan	SGGEU	10,000	MED during WS	Sep 06
Government of Ontario	AMAPCEO	7,300	B	Mar 06
Société de transport de Montréal	SCFP/CSN	6,250	B	Jan 07
City of Vancouver	CUPE	5,270	B	Dec 06
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Capital District Health Authority	NSGEU	3,100	B	Oct 06
Ottawa Hospital	CUPE	3,000	B	Sep 06
Health Authorities of Prince Edward Island	Various unions	2,340	CO/TENT	Mar 06
Government of New Brunswick	CUPE	1,640	B	Feb 06
SaskPower	IBEW	1,340	B	Dec 06
Private Sector				
Construction Industry in Quebec	Various unions	128,300	B	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05

Employer	Union	Employees	Status*	Expiry Month
Construction Management Bureau Limited (N.S.)	Various unions	1,600	B	Apr 06
Saint John Construction Association	LIUNA/UBCJ	1,400	TENT	Jun 06
Xstrata Nickel	CAW-CANADA	1,050	CO	Jan 07
Iron Ore Company of Canada (N.L.)	Steelworkers	1,000	B	Feb 07

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Construction Industry in Quebec	COPE/CSN	45,320	Apr 07
Provincial Health Authorities of Alberta	Nurses	23,000	Mar 07
City of Montreal	Various unions	17,800	Dec 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	Mar 07
Canadian Pacific Railway	Teamsters	6,470	Dec 06
Government of Nova Scotia	NSGEU	5,800	Mar 07
Capital District Health Authority	NSGEU	4,800	Oct 06
City of Quebec	Various unions	4,020	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06

Employer	Union	Employees	Expiry Month
British Columbia Maritime Employers Association	ILWU	3,700	Mar 07
Saskatchewan Telecommunications	CEP	3,460	Mar 07
Government of Yukon	PSAC	2,800	Dec 06
Saskatchewan Association of Health Organizations	HSAS	2,700	Mar 07
Government of Prince Edward Island	UPSE	2,440	Mar 07
Government of Nunavut	PSAC	2,100	Sep 06
Ottawa Hospital	OPSEU	2,000	Mar 07
Maple Leaf Pork (Ont.)	UFCW	1,100	Mar 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **January 5 to 18, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Canadian Film and Television Production Association and Association des producteurs de films et de télévision du Québec, Saskatchewan, Manitoba, Ontario and Quebec Alliance of Canadian Cinema, Television and Radio Artists 14,130 performers	Wages, distribution rights on new media	Jan 8/2007 Quebec, on Jan 10/2007	
Government of Saskatchewan, province-wide, Saskatchewan Saskatchewan Government and General Employees' Union 1,170 government employees	Pending grievances, pension plan, and benefits	Dec 20/2006 Rotating strike	

Employer, Location, Union and Employees	Issues	Starting	Ending
Goodyear Canada, province-wide, Ontario United Steelworkers, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial Service Workers International Union 500 production employees	Not available	Oct 5/2006	Jan 2/2007

Beyond Collision: High Integrity Labour Relations CPR Short-Line Railway Case Study

Darcy Shenfield, Allen Ponak, and Bert Painter

Throughout the 1980s and 1990s, major railroad companies in the United States and Canada were selling or abandoning branch lines considered peripheral to the main or core rail lines. An extensive study, jointly conducted by the unions and Canadian Pacific Railway, showed that turning branch lines into internal, semi-autonomous profit centres, or short-line railways, was viable. To attain viability, union and management agreed to dramatically change how work was done and to realize a 30% reduction in labour costs. As a result, two internal short lines, Kawartha Lakes Railway in Ontario and Kootenay Valley Railway in British Columbia, were launched in 1996 and 1997, respectively.

This case study looks at how the turnaround was achieved through the short-line study, the planning of the short-lines, the new collective agreement needed, the launch of the two short-line railways and the results and future developments.

The above is a summary of a full article available at List of articles and case studies.

Coming in the Next *Bulletin*

- Wage Settlements—**December 2006, 4th Quarter 2006** and the **Year 2006** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices—**4th Quarter 2006**
- Readers' Corner
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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